

Support Services to vote on new EBA: Frequently Asked Questions

When will I get to vote?

The consideration period has now commenced. Check your work email for instructions from ACT Health. The staff ballot opens on 4 April and closes on 18 April 2019.

How do I vote?

The election will be conducted by Elections ACT via their electronic NetVote system using your ACT Government work email address. If you do not have a work email address or are on leave you will be sent a postal ballot.

What happens next?

If majority of workers vote **'Yes'**:

The draft EBA it will be sent to Fair Work Australia for Approval. While this is happening the ACT Government has committed to pay back pay.

If majority of workers vote **'No'**:

Negotiations will recommence until we reach an agreement and it goes to another ballot.

When will we get our wage rise and back pay?

The pay increase is back dated until 1 October 2017. The ACT Government has said it will pay wage rises and back pay in separate payments.

What have HSU delegates and members achieved in the draft EBA?

Our HSU Claims	Where it ended up?	Meet HSU Claims?
No trading away existing conditions and entitlements.	No trade-offs achieved	Yes
Improved Classification structure for Wards services and modestly paid classifications	New classifications created and review of all modestly paid classifications in EBA to start in 2019.	Yes
Additional breaks on 12-hour shifts: Additional breaks should be provided on these longer shifts.	Tea breaks: Two paid 10-minute tea breaks for employees with an	Yes

	additional tea break for longer shifts	
Tea Breaks: 2 separate 10-minute breaks or a combined 20-minute break.	Two paid 10-minute tea breaks for workers with an additional tea break for longer shifts	Yes
Laundry allowance:	Uniforms: Provision of 5 shirts and 3 pants on commencement and replacement on an as needs basis to both Food and Ward Services	No – members can get a tax deduction from the ATO for laundering uniforms
Additional annual leave: for working more than ten Sundays.	Public holidays in lieu: Workers who are rostered off on a public holiday will be provided a day in lieu or the equivalent pay according to the actual hours worked.	Yes
The provision of a meal in the Agreement	Meal included in the Agreement	Yes
Adequate footwear	Footwear provided to Food Service staff at no cost to employees	Yes

What about our pay claims?

You should be proud that HSU was the only union to take industrial action to fight for decent wages in the ACT Public Sector. We also fought for new classifications to reflect the changing duties in Support Services jobs and for increased pay rates for modestly paid classifications in Health. What a win!

This action pressured the government to offer a comprehensive review into the classification structures for modestly paid workers in Health, demonstrating the power of the union beyond individual and immediate workplace matters.

We asked for more and, while we haven't won everything we wanted, we've achieved much more than many thought we'd win. They said it couldn't be done but we did it, and we'll continue to campaign throughout the classification review for more improvements.

Thank you

Please show your support by thanking your HSU delegates and representatives for all their tireless and ongoing contributions, their hard work developing the union's claims for this EBA, and participating in countless meetings.

Please take the time to talk to your workmates about joining the HSU. We are a fighting union that also supports our members' careers through our insurance protection and

benefits. HSU members won the wage increases and improvements in this EBA and the classification review through hard work, collective action and solidarity.

New members can get a form from a delegate, staff rooms near Food Services and Wards Services. They can also join by visiting www.hsu.asn.au/join or by calling the union on 1300 478 679. Membership is tax deductible and they will be joining a union that will keep fighting for all health workers.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline.

Gerard Hayes
Secretary, HSU NSW/ACT/QLD